



Dear Veteran Representative,

Hello, my name is Michael Lynch and I'm a recently retired Veteran from the US Army after 30 years as an E-9. I am currently the Senior Military Recruiter for C.R. England. C.R. England is the largest refrigerated tractor-trailer carrier in the nation, and we currently employ over 6500 drivers. I am working with my Director, Steve Branch, on expanding our Veteran's program. Our mission with C.R. England "Veterans Program" is to create a strategic recruiting alliance between C.R. England and the Workforce Veterans Employment coordinators, the Armed Forces and the Veteran groups across the nation. C.R. England hopes to offer employment for the many Veterans that are currently unemployed or returning from Active duty.

We are offering to train qualified Veterans through our CDL Class A program and offer them a guaranteed job driving for C.R. England upon successful completion of our course. We will waive our \$2,995 tuition for those Veterans in exchange for a 6-month commitment of employment with C.R. England. The full tuition would become due if the Veteran fails to complete the employment commitment period. The only upfront costs would be a non-refundable \$50 administration fee, a \$67 permit test fee, and money for food until their first paycheck (generally 3 weeks). C.R. England will cover the cost of a bus ticket to one of our 5 schools and lodging for the 17-day training program.

Upon successful completion of our program, including a physical and drug screening, the Veteran's WILL be GUARANTEED employment as a driver with C.R. England. We are looking for qualified Veterans to haul our freight. Some of our qualifications include:

- o Valid Drivers License for the past 3 years
- o Battery and Assault must be 10 years old
- o Pass a D.O.T. Physical
- o No felonies for the past 10 years
- o Misdemeanors are on a case-by-case basis
- o Crimes involving drugs must be 10 years old
- o Accidents are on a case by case basis
- o No More than 2 moving violations in the past year
- o No more than 3 moving violations in the past 3 years
- o No DUI Violations for the past 7 years

While this is not a comprehensive list of the Hiring Criteria for England, it does represent the top line items we are looking at for employment. Any questions can be directed to their dedicated recruiter.

If you have any Veterans that are interested, we ask that you have the applicants apply at www.crengland.com

We look forward to working with you and providing your Veterans with quality, reliable employment opportunities.

Please feel free to contact me:

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